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DCI Personnel Management Philosophy

*Personnel*

1. Must motivate personnel to support Agency-wide goals (or at least as broad a set of goals as they can reasonably comprehend).
  - Vice sub-optimizing their actions too low
  - Techniques
    - Rotational assignments of managerial types
    - Promotion system that has some reward for broader contributions
2. Morale is job satisfaction
  - Techniques
    - Provide a good product
    - Good leadership, e.g., keeping subordinates informed, recognition in sight of peers for good performance, etc.
    - Good counseling to engender reasonable expectations
3. Fairness and the appearance of fairness are essential
  - Techniques
    - Impartial selection process for promotions
    - Careful supervision and control of promotion flow, vacancy filling, training courses and other opportunities
    - Visibility of assignment, promotion, grievance, vacancy-filling procedures

4. Individual employee must be made to feel the organization is interested in him

- Techniques

- Good leadership
- Good counseling

5. Innovative thinking must be encouraged

- Techniques

- Promotion system that does not discourage mavericks
- Rotational assignments that broaden outlooks and hence receptivity to different ideas

cc: DDCI

STAT